



2026 ERG Impact awards

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| **ERG Leadership Award Application** |
| All nominations must be submitted via the [online form](https://seramount.qualtrics.com/jfe/form/SV_9Sr9Zod4DTvFOOq). Word file applications will not be accepted. |

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# Section 1 – ERG Leadership Category Information

A candidate for the ERG Leadership Award is an individual whose resilience and determination have led to the creation, success, and/or turnaround of their ERG.

Examples of exemplary leadership include, but are not limited to, a deep understanding of the organization’s inclusion strategy and business goals; the ability to forge partnerships with other ERGs, business leaders, and external organizations to create meaningful impact; and the ability to influence multiple aspects of the organization’s culture, business, workforce, and the community.

The category is not limited to only ERG Chairs; ERG committee leads and highly engaged members are also eligible to be nominated.  
   
Before completing this nomination form, visit the [ERG Impact Awards website](https://seramount.com/best-companies/erg-impact-awards/) and review our comprehensive [Application Guidelines and FAQs](https://seramount.com/wp-content/uploads/2025/06/2026-Application-Guidelines-and-Frequently-Asked-Questions.pdf).  
   
 What our judges look for:

* Support for group members and the group's agenda to **drive measurable impact** aligned to the organization’s inclusion strategy.
* Leadership that **fosters employee engagement** within the group as well as in the organization and community at large.
* Positioning the group as a **go-to resource for business leaders and HR/Inclusion partners** throughout the organization.

STEP 1: Review the [ERG Impact Awards website](https://seramount.com/best-companies/erg-impact-awards/) and [Application Guidelines and FAQs](https://seramount.com/wp-content/uploads/2025/06/2026-Application-Guidelines-and-Frequently-Asked-Questions.pdf).   
 STEP 2: Fill out nomination form with nominee information.  
 STEP 3: Complete short answer responses and upload optional supporting materials.  
 STEP 4: Complete and sign the nominator page (there must be TWO nominators).   
   
**Please submit your final applications by Friday, August 15, 2025 at 8pm ET / 5pm PT.**  
   
 Continue to the next page to begin the nomination form!

# Section 2 – Nominee Information

All fields in this section are required unless labeled “OPTIONAL”.

Q1 Please complete with the nominee's information.

* Nominee Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Title at Organization: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Name of ERG / BRG / Affinity Group / Employee Network: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Position within Group: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q2 Please select the primary dimension(s) of the ERG / BRG / Affinity Group / Employee Network.

* Black / African American
* Hispanic / Latiné (Latino/a)
* Asian / Asian American Native Hawaiian Pacific Islander
* Indigenous
* Middle Eastern / North African
* Multicultural / Multiethnic
* Women
* LGBTQ+
* Veterans / Military Community
* People with Disabilities / Neurodiversity
* Age / Generational Groups
* Professional Development
* Faith-based Groups
* Working Parents / Caregivers
* Other: Please Specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q3 OPTIONAL: What is the ERG's annual budget?

* $0 budgeting
* $1 - $7,500
* $7,501 - $15,000
* $15,001 - $30,000
* $30,001 - $50,000
* $50,001+
* Not sure or do not want to disclose

Q4 What is the size of the ERG’s membership at an enterprise level?  
For example, how many employees engage with the ERG (receive ERG content via newsletter, attend events, participate in leadership, etc.)?

* 100 or less
* 101 - 499
* 500 - 999
* 1,000 - 4,999
* 5,000 - 9,999
* 10,000+

Q5 How many total (global, if applicable) employees\* does your organization have?

\*Permanent employees, including part-time employees, but *not* including contractors or interns.

* 100 or less
* 101 - 999
* 1,000 - 9,999
* 10,000 - 49,999
* 50,000 - 99,999
* 100,000+

Q6 Please select the industry that best describes the organization.

* Automotive
* Chemical (including Petro)
* Consumer Products (including Cosmetics, Food and Beverages)
* Education
* Entertainment, Live Events, and Sports
* Financial or Property & Casualty Insurance
* Financial Services
* Health Insurance
* Hospitals / Health Care
* Hospitality
* Legal
* Manufacturing
* Media, Internet, and Advertising
* Nonprofit / Not-for-Profit (including Government)
* Pharmaceutical
* Professional Services, Management Consulting, Accounting
* Retail and Apparel
* Science, Technology, Engineering, Aerospace, Medical Devices
* Telecommunications
* Transportation Services
* Utilities / Energy
* Other: Please Specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q7 Is your organization global/multinational?

* Yes
* No, we are only US-based
* No, we are solely based in a non-US country. Please Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q8 Is the ERG global/multinational?

* Yes
* No

Display This Question:

If “Is the ERG global/multinational?” = Yes

Q8.1 If so, where does the ERG have a presence?

* North America (NA)
* Latin America (LATAM) and the Caribbean
* Europe, Middle East, Africa (EMEA)
* Asia-Pacific (APAC)

Q9 Where do the activities and initiatives of the nomination take place?

* North America (NA)
* Latin America (LATAM) and the Caribbean
* Europe, Middle East, Africa (EMEA)
* Asia-Pacific (APAC)

# Section 3 – Required Short Answer Questions

All short-answer question responses are required and must be entered in the respective sections below. With the exception of the high-level impact synopsis, answer each of the following questions within 100 to 1000 characters. You will not be able to submit your response below or above that character limit. We encourage you to be as descriptive, yet succinct, as possible regarding the individual’s initiatives and accomplishments for this category.

For the 2026 cycle, we are considering and recognizing **ERG efforts completed from July 2024 through June 2025**. Only work completed during the consideration period is eligible for the 2026 Awards. However, if your ERG leader carried out a program, activity, or event within this timeframe that expanded on or was rooted in work started before July 2024, you may include it in your nomination—provided it was actively sustained, completed, and measured during the consideration period.

In addition, you may include ONE supporting document as an attachment in a later section. This document may be supplemental to your nomination; it should not contain the nomination or question responses itself.

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Please only include ERG work and specific examples from July 2024 through June 2025 that are relevant to the ERG Leadership category.

Q10 **High-Level Impact Synopsis:** In two sentences (350 characters or less), please summarize what your ERG leader did alongside what impact was made.

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Q11 **Strategic Alignment:** How did this leader align initiatives to the organization’s unique needs and inclusion strategy? How did they position the ERG as a resource for the organization?

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Q12 **Influence & Engagement:** What specific qualities, relationships, and/or skill sets did this person leverage to drive change for the ERG? How did they engage others to amplify the ERG’s impact?

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Q13 **Impact & Outcome:** What was the *measurable* outcome of the individual’s efforts? Please include specific examples of the nominee’s role in the ERG’s success as well as any data or metrics that demonstrate the impact made.

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Q14 **Biography** Please submit a short biography for the nominee. The biography can include a summary of the nominee’s accomplishments, endeavors, and contributions (that haven’t already been shared) made to the organization or externally within their community.

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# Section 4 – Optional Supplemental Materials

The next section is OPTIONAL to supplement your nomination.

Q15 OPTIONAL: You may upload one additional PDF document here to support your nomination.

Videos may not be uploaded here and should instead be shared as a link in the following section.

[UPLOAD PDF DOCUMENT]

Q16 OPTIONAL: You may share a video or website link here to support your nomination.

Please ensure that your link is public and/or accessible for our judges without needing special login credentials or permissions.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

# Section 5 – Preferences if Selected for an Award or Semifinalist Case Study

**Recognition Preference**

By applying for an ERG Impact Award, you are agreeing to be recognized if selected for an award. We understand that organizations may have varying comfort levels for public recognition. We will adjust recognition as needed upon preference and request, giving honorees the option to choose how they want to be recognized and opt out where appropriate.

Recognition includes, but is not limited to, being identified as the winner or honorable mention for the selected ERG Impact Award, having your honoree best practices featured on the Seramount website and in external presentations to Seramount partners, and participating in the Awards Celebration at Seramount’s [EmERGe Conference](https://events.seramount.com/event/emerge2025/home) in Spring 2026. Aside from receiving a complimentary EmERGe ticket and physical award, being selected provides the honor of being publicly recognized and the opportunity for exposure across hundreds of Inclusion practitioners, ERG leaders, organizations, and industries.

Q17 If selected for an award, your organization is comfortable with

* Public Recognition: Sharing the honoree’s and organization’s names alongside their achievement.
* Anonymous Recognition: Anonymizing honoree’s and organization’s names and removing identifying information while still recognizing their achievement.
* Unsure: Please circle back with us upon selection.

**Semifinalist Case Study**

Seramount often features semifinalist submissions in case studies, even if they aren’t selected for an award. These submissions showcase strong ERG impact and serve as valuable examples for our network of Seramount members. As members frequently seek insights into what other organizations and ERGs are doing, we like to highlight the work of ERG Impact Award honorees and semifinalists in future research and events, positioning these ERGs and organizations as role models for others. These case studies can be anonymized if needed to protect the identity of the organization.

Q18 If your submission is selected as a semifinalist, would you be interested in participating in the case study?

* Yes, we’re interested in the case study! Please follow up with additional information and next steps.
* No, thank you. We are not interested at this time.
* Unsure, please check in with us again upon award status notification.

# Section 6 – Nominator Submission

All fields in this section are required. For each submission, there must be two nominators. **At least one of the nominators must be a member of the Inclusion or HR Team that oversees the ERG**. Individuals (i.e. ERG leaders or executive sponsors) themselves for an award. However, the application must also be reviewed and approved by an Inclusion or HR team member (i.e. ERG Program Manager, Chief Diversity Officer, HR Business Partner, etc.). Both nominators will be notified of their application status in February, regardless of award selection.

Q19 Nominator #1

* Name of Nominator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q20 Nominator #1 Affiliation to ERG

* ERG Program Manager
* Inclusion or HR Team Member
* Chief Diversity Officer or Chief Human Resources Officer

Q21 Nominator #2

* Name of Nominator: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Title: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q22 Nominator #2 Affiliation to ERG

* Leader/Member of Nominee’s ERG
* Executive Sponsor of Nominee’s ERG
* Nominee’s Manager
* ERG Program Manager
* Inclusion or HR Team Member
* Chief Diversity Officer or Chief Human Resources Officer

Disclaimer:   
I, the undersigned, do hereby affirm that I have read the [Application Guidelines](https://seramount.com/wp-content/uploads/2025/06/2026-Application-Guidelines-and-Frequently-Asked-Questions.pdf) and that all information and statements made in this nomination form, including all supporting materials, are correct to the best of my knowledge. I understand that providing false or misleading information means the nominee’s automatic disqualification from consideration for the ERG Impact Award. I understand that by applying for an ERG Impact Award, I agree to have my nominee recognized (per recognition preference indicated above) if selected for an award.

Q23 By typing your name and date, you are agreeing to the statement above.

* Nominator #1 Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Nominator #2 Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Q24 How did you find out about the ERG Impact Awards?

* Submitted to the Awards in the past
* Seramount Email or Newsletter
* Seramount Relationship Director
* Attendance at EmERGe
* Social Media Post
* Internal Communications
* Other: Please Specify \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Thank you for your time and effort in supporting the nomination process! We greatly appreciate and commend the work you and your ERG are doing to drive inclusive workplaces. Notifications regarding award status will be sent out by February 2026. Due to the high volume of nominations, we are unable to respond to requests for specific feedback on submissions.  
   
For more information or questions regarding the application, please e-mail [ergimpactawards@seramount.com](mailto:ergimpactawards@seramount.com).